

Challenges and Suggestions for Employing Ex-Offenders

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Introduction

Necessity- There are over 100 million Americans with records, which drastically decreases their ability to maintain employment.

Related Research

- There is an 80%-90% decrease in recidivism if an offender finds work quickly after release.
- Inmates often lack education and work related skills necessary for productive work habits
- The Big Five and Hofstede's Dimensions have had great accuracy predicting leadership success.

Method

Participants

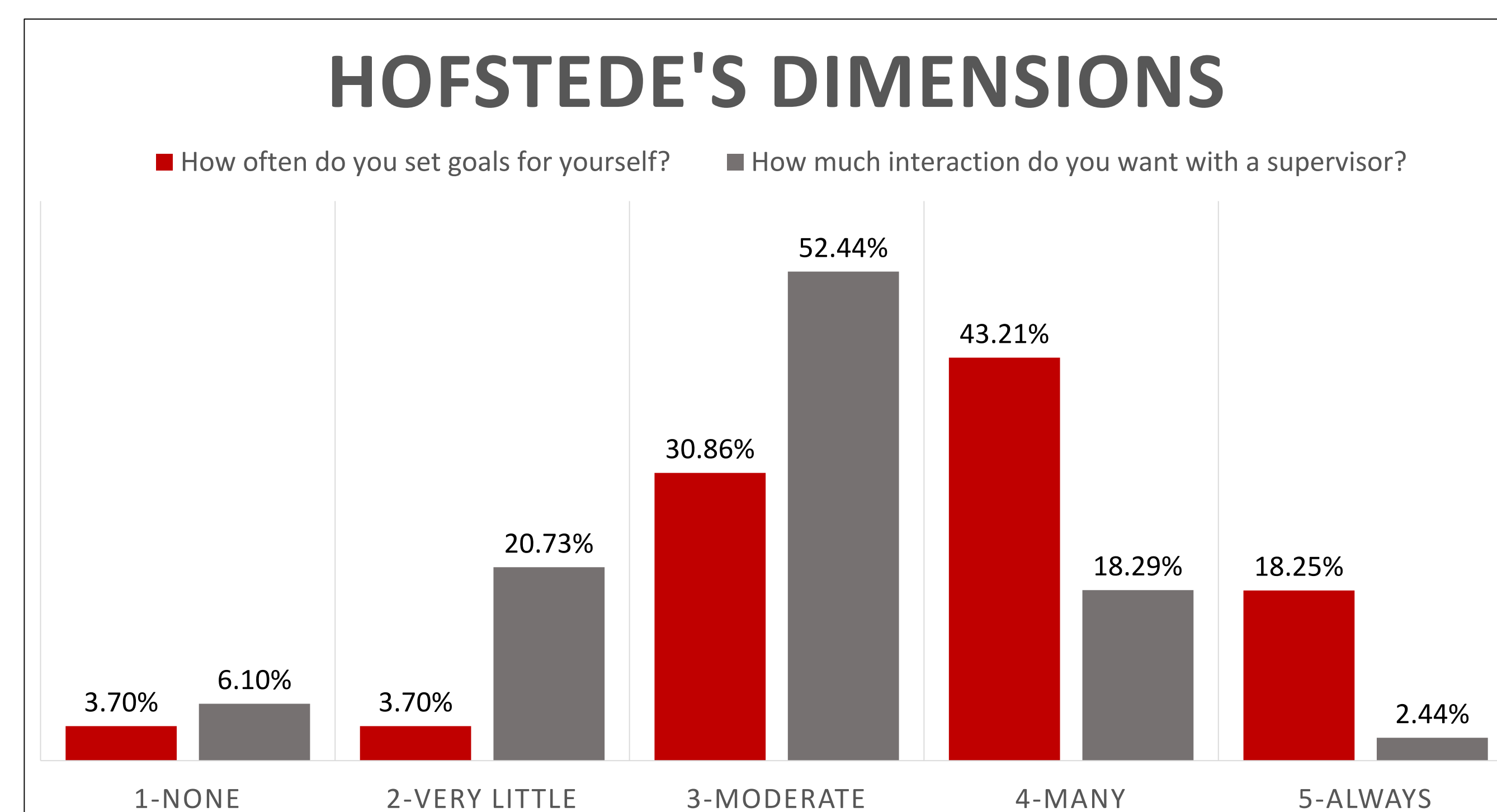
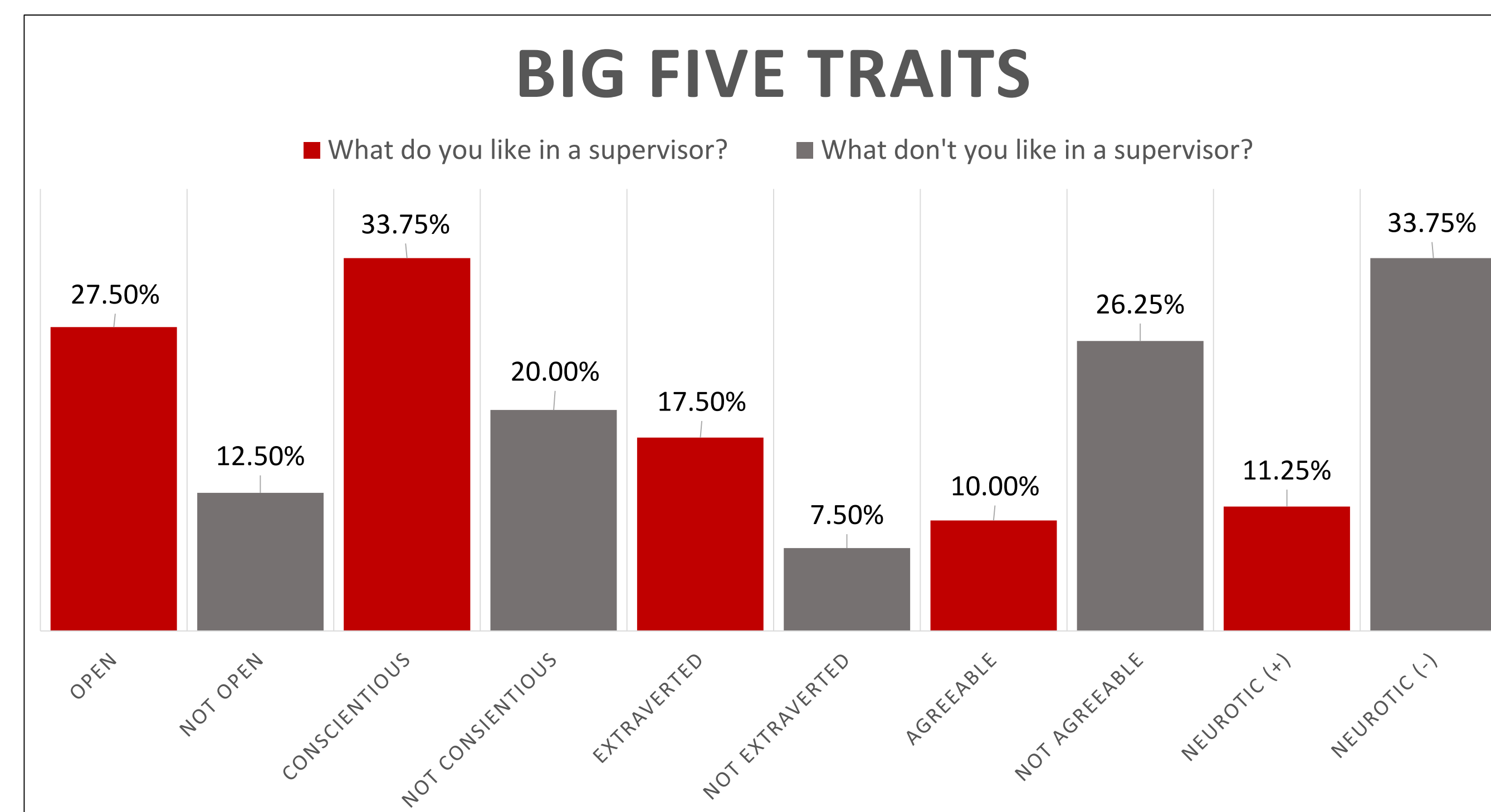
- **70** male and **13** female inmates from the Saint Louis County Jail (74.77% of eligible individuals).

Procedure

- Inmates given a survey based on preferences regarding supervisors.
- Survey was distributed by program staff

Data

- Focus on the percentage of participants who preferred specific case



Results

Goal Orientation

- 61.46% of respondents indicated that they're most comfortable having many goals or always having goals.

Masculinity

- 86.25% of respondents found management with higher masculine traits more favorable.

Discussion

Suggestions

- Approach managing an ex-offender with an extremely open and non-judgmental mindset.
- Attempt to portray traits such as successfulness, authority, and other such masculine characteristics.
- Work with employees to set goals related to each of their job tasks.

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